

Prince George's Community College

Health Sciences Division
Educational Partnerships

Prince George's County Public Schools

- The Academy of Health Sciences @ PGCC
 - Middle College high school
 - Students will graduate high school with an Associate Degree



Good Samaritan Hospital

○ LPN-RN Transition Option

- Courses offered on GSH campus with clinical rotations at other Baltimore MedStar Hospitals
- MedStar Health reimburses PGCC for clinical faculty salaries



Prince George's County Fire/EMS Department

- Emergency Medical Technician/Intermediate Program
 - PGCFD scholarship fund established with PGCC Foundation, Inc.
 - Classes rotate to accommodate PGCFD shifts



Doctors Community Hospital

◉ Associate Degree Nursing Program

- Visiting Nurse Professor
- Nursing Skills Lab on DCH campus
- 8 scholarships/year
- Medical Lecture Series



SEIU 1199 Training Fund & H-CAP

- Pilot – Sustainability in Health Care course



College of Southern Maryland

- Radiography & Respiratory Therapy Programs Articulation
 - 25% of seats reserved for CSM students



Promoting Diversity and Strengthening the Pipeline

Marcella A. Copes, Ph.D., R.N.

Dean and Professor

Coppin State University

Helene Fuld School of Nursing

October 4, 2011

Proposed Project

- Educational collaboration
 - Coppin State University
 - Baltimore City Community College
- Increase number of ADN nurses transition to baccalaureate program
- Fast track to BSN in 3 years vs 4 years
- ADN in 2 years
- BSN in 1 year
- 20% to enroll in MSN
 - Peer mentoring
 - Exposure to professionals and scholars
 - Coursework in leadership and research skills in BSN program

Student Barriers in the Pipeline

- Retention
- Academic achievement
- Academic advisement
- Need for academic enrichment and remediation
- Lack of financial and social supports

Overview

- Assure retention
- Maintain high standards of academic achievement
- Expand Diversity and Cultural Competence of the State's Health Workforce
- Appropriate academic advisement
- Technologic supports

Goals and Objectives

- Increase the number of students transitioning from an accelerated ADN nursing
- Increase the pipeline for nursing faculty.

Thank You!



“The Peoples’ School for Prevention with Purpose”

Addressing Student Barriers in the Pipeline through Partnerships

Maryland’s 8th Annual Minority Health Disparities Conference

October 4, 2011



Student Barriers in the Pipeline

- **Financial** constraints
- Lack of access to adequate **preparation** for admittance and success in the health professions curricula
- **Awareness and Visibility**
- Under-representation of minorities on admissions committees
- Inadequate mentoring of URM students
- Policy changes that deemphasize race as a criterion for admission



Efforts to Address Student Barriers



➤ Financial

Morgan Pursues Funding for Students

Equity in Health Professions Education Scholarship

HRSA Funding for Morgan and other institutions to educate students in a variety of health professions

Challenge: Not necessarily a sustainable source of funds

Opportunities:

Partner with other Educational Institutions at varying levels in pursuit of public, business, and other sector funds

MSU

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Efforts to Address Student Barriers

➤ Preparation for Health

Partnerships and potential collaborations with other Higher Education Institutions, K-12, and other organizations engaged in Comprehensive Pipeline/STEM Programs

STEM = Science, Technology, Engineering, and Mathematics

STEM includes Health!!



Efforts to Address Student Barriers

➤ Awareness and Visibility

Morgan SCHP partners with K-12 organizations



Engaging Northwood Appold Community Academy (NACA), a K-12 Charter School in Baltimore, to improve the health of the community with **a focus on health careers**

- **exchanging intern resources** (NACA to SCHP and SCHP to NACA)
- identifying **collaborative** research/programming **opportunities**
- sharing high profile speakers
- **shared board participation**

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Efforts to Address Student Barriers

➤ Awareness and Visibility

Morgan SCHP partners with higher education organizations



The Sullivan Alliance of Maryland

Formal Collaboration between Higher Education Institutions, TWIs and HBCUs, dedicated to developing a more robust ,diversified health workforce pipeline for the state and thereby the nation

Currently active member organizations :

- Morgan State University
- University of Maryland, College Park
- Coppin State University
- University of Maryland, Baltimore
- Johns Hopkins University



Efforts to Address Student Barriers

➤ Awareness and Visibility

Morgan SCHP partners with higher education organizations



5 graduate level public health programs/schools at HBCUs

- Florida A&M University
- Morgan State University
- Fort Valley University
- Jackson State University
- Tennessee State University

3 medical schools at HBCUs

- Charles F. Drew University
- Meharry Medical College
- Morehouse School of Medicine

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SCHP Health Professions Programs

- **PUBLIC HEALTH PROGRAM:** On October 22-24, 2009, the Council on Education for Public Health (CEPH) granted reaccreditation to the program for a seven-year term, extending to December 31, 2016. The program **awards MPH and DrPH degrees.**



- **NUTRITIONAL SCIENCES PROGRAM:** In 2002, the Commission on Accreditation of Dietetic Education (CADE) accredited the Program for ten years. Following the approval of the Program Assessment Report in 2007, the Program was granted continued accreditation for 5 years. The Program **awards a BS degree.**



- **NURSING PROGRAM:** Endorsed by the Maryland Higher Education Commission (MHEC) to provide a continuing source of culturally competent and ethnically diverse nurses to meet this critical workforce need. The Program **awards BSN and MSN degrees (also approved for PhD).**



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SCHP

- As School of Community Health at an HBCU we have an explicitly stated commitment to diversity
- We employ policies to ensure that there is diversity in our faculty and our admissions committees
- We consider a wide variety of criteria including qualitative criteria to make admissions decisions in our health professions programs
- Our faculty are engaged in service to the community and are our spokespersons and our student's mentors



We are strengthening and institutionalizing our efforts by:

- student/alumni relationships and support networks
- formalized in-reach and outreach recruitment
- funding and resource acquisitions efforts

Retention Strategies

Keith O. Plowden, Ph.D. RN

Bowie State University

Core Values

CORE VALUES



Excellence

Civility

Integrity

Diversity

Accountability

Issues

- Changing culture of society and student
 - Diversity
- Institute of Medicine Report: Future of Nursing
 - Increase the proportion of nurses with a baccalaureate degree to 80 percent by 2020
 - Prepare and enable nurses to lead change to advance health
 - Ensure that nurses engage in lifelong learning
 - Double the number of nurses with a doctorate by 2020

Student Focused Initiatives

- Bowie State University Nursing Education Performance Enhancement Program (NEPEP).
- Cradle to grave approach- Funded by Maryland Hospital Association: Who Will Care
- **Component I: Data:** Conduct student centered focus groups focusing on student retention and competency (All students in program)
- **Component II: Orientation:** Socialization to the profession
- **Component III: Pre-semester workshops:** Basic science, math, and writing

- **Component IV: Mentorship:** Each faculty assigned students to mentor beginning freshman year.
 - Mentor assigned based on specialty
 - Engaging students in advance activities
- **Component V: Evaluation:**
 - End of semester testing with remediation
 - Boot Camp for each course with outcomes
 - Exit Examination
 - Graduation rates
 - Employment information